

Death and Disability Plan

Death Benefits

The Death and Disability Plan provides financial protection in two ways: Death benefits for survivors, and disability benefits for you if you are sick or injured and unable to work.

This overview describes the Death and Disability Plan's death benefits. For information about the plan's disability benefits, refer to *Death and Disability Plan: Disability Benefits*.

HOW IT WORKS

Death benefits from the Death and Disability Plan protect your family against unexpected loss of income if you die and can include several types of benefits.

AMOUNT OF BENEFITS

The amount and type of death benefits depend on your employment status when you die: active, disabled, retired, or vested in the Defined Benefit Pension Plan but no longer working for a PC(USA) employer.

Salary continuation benefit

If you are an active employee or disabled when you die, your benefit equals the death benefit basis,* payable in 12 equal monthly installments after you die.

If you are retired when you die, your benefit is designed to assist with funeral expenses; its amount is tied to your retirement date.

- Within three years of your retirement, your benefit is based on the death benefit basis* at retirement and is reduced by one-twelfth every three months after you retire.
- After you are retired for three years, your benefit is \$10,000, payable in a one-time payment.

If you were vested in the Pension Plan and did not begin receiving pension benefits when you ended employment, your beneficiaries may be eligible for a benefit of \$10,000 if you met the Rule of 70

when you ended employment. If you were receiving a pension benefit on January 1, 2007, your survivors may also be eligible for a benefit of \$10,000. See the plan document for details.

Lump-sum death benefit

If you are an active employee or disabled when you die (or in transitional participation coverage with death benefits coverage), the plan pays a lump-sum death benefit equal to the lesser of the death benefit basis or \$110,000,* multiplied by a percentage based on your age when you die.

Lump-Sum Death Benefit Percentages (for members with eligible survivors)			
Age at death	Percentage	Age at death	Percentage
Under 31	400	41	190
31	380	42	180
32	360	43	170
33	340	44	160
34	320	45	150
35	300	46	140
36	280	47	130
37	260	48	120
38	240	49	110
39	220	50+	100
40	200		

Retired and vested members who are no longer employed by a PC(USA) employer do not receive lump-sum death benefits.

Children's education benefit

If you are an active employee, disabled, or retired from active service when you die, each of your eligible children under age 25 may receive \$10,000 annually, up to a maximum of \$40,000 per child, for the first four years of full-time, accredited study beyond high school after you die.

The Board pays benefits monthly, directly to the student, over a 12-month period: six payments each for fall semester (October to March) and spring semester (April to September).

*The death benefit basis is the greater of the pension participation basis (annual effective salary or 25 percent of the congregational ministers' median, whichever is more, up to the IRS maximum) or the applicable median (prorated for part-time employment). The IRS maximum for 2023 is \$330,000. The IRS has not yet released the maximum for 2024. The 2024 maximum will be available on pensions.org/members when released by the IRS. The maximum lump-sum death benefit basis is \$110,000.

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Living needs benefit

If you become terminally ill, the living needs benefit offers you the option to receive some of your death benefits before you die to help pay expenses during the final stage of your illness.

If you are an active employee, you can apply for the following benefits if you are expected to live no more than 24 months; if you have been covered under the plan for two years or more; and if your terminal condition is not related to an intentional, self-inflicted injury:

- the actuarial present value of up to 100 percent of your salary continuation benefit
- 75 percent of your lump-sum death benefit (the lesser of the death benefit basis or \$110,000,* multiplied by a percentage based on your age when you die)

If you are retired, you can request up to the present value of \$10,000.

The living needs benefit is paid in a lump sum and only to you. The amount paid will be deducted from death benefits payable to your beneficiaries or eligible dependents on file upon your death.

*The death benefit basis is the greater of the pension participation basis (annual effective salary or 25 percent of the congregational ministers' median, whichever is more, up to the IRS maximum) or the applicable median (prorated for part-time employment). The IRS maximum for 2023 is 330,000. The IRS has not yet released maximums for 2024. The 2024 maximums will be available on pensions.org/members when released by the IRS. The maximum lump-sum death benefit basis is \$110,000.

APPLYING FOR BENEFITS

When your family member or survivor reports your death to the Board, the Board sends a Death Benefits Claim form to your survivor(s) to complete and return to the Board to apply for benefits.

Designating beneficiaries

To be sure benefits are paid as you intend, log on to Benefits Connect to designate beneficiaries when you enroll, or to add, change, or verify beneficiaries and the percentage of the benefit assigned to each.

Enrollment

Once your employer enrolls you for death benefits coverage, you do not need to take any action other than to assign beneficiaries.

Cost/contributions

Your employer pays the full cost for death benefits coverage; you may not contribute.

LEARN MORE

For more information about death benefits through the Death and Disability Plan, visit pensions.org/members. If you have questions, call the Board at 800-773-7752 (800-PRESPLAN) (TTY: 711).



Choose beneficiaries

Designate beneficiaries
so that benefits are
paid accordingly.



Add protection

Consider supplemental
death benefits to provide
extra survivor protection.



Gain peace of mind

Your employer will
enroll you; you do not need
to take any action.

This is not a full description of benefits and limitations of the plan. If there is any difference between the information presented here and the provisions of the Benefits Plan of the Presbyterian Church (U.S.A.), the plan terms will govern. Visit pensions.org or call the Board at 800-773-7752 (800-PRESPLAN) (TTY: 711) for a copy of the plan document.



THE BOARD OF PENSIONS
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